

Sailor 2025



Ms. Kate Perlewitz, USFF: Block/Modular Learning

CDR Matt Pederson, PERS 40: Billet Based Distribution

Mr. Tom Ryan, OPNAV N13: Meritorious Advancement Program



Ready Relevant Learning (RRL) Brief for Navy Career Counselor Development Symposium

16 August 2016

**Overall Classification:
UNCLASSIFIED**



Agenda

- Force Development
- Force Generation
- Force Employment
- Sailors/Civ/Fam
- Safety & Security

1.0 RRL Overview

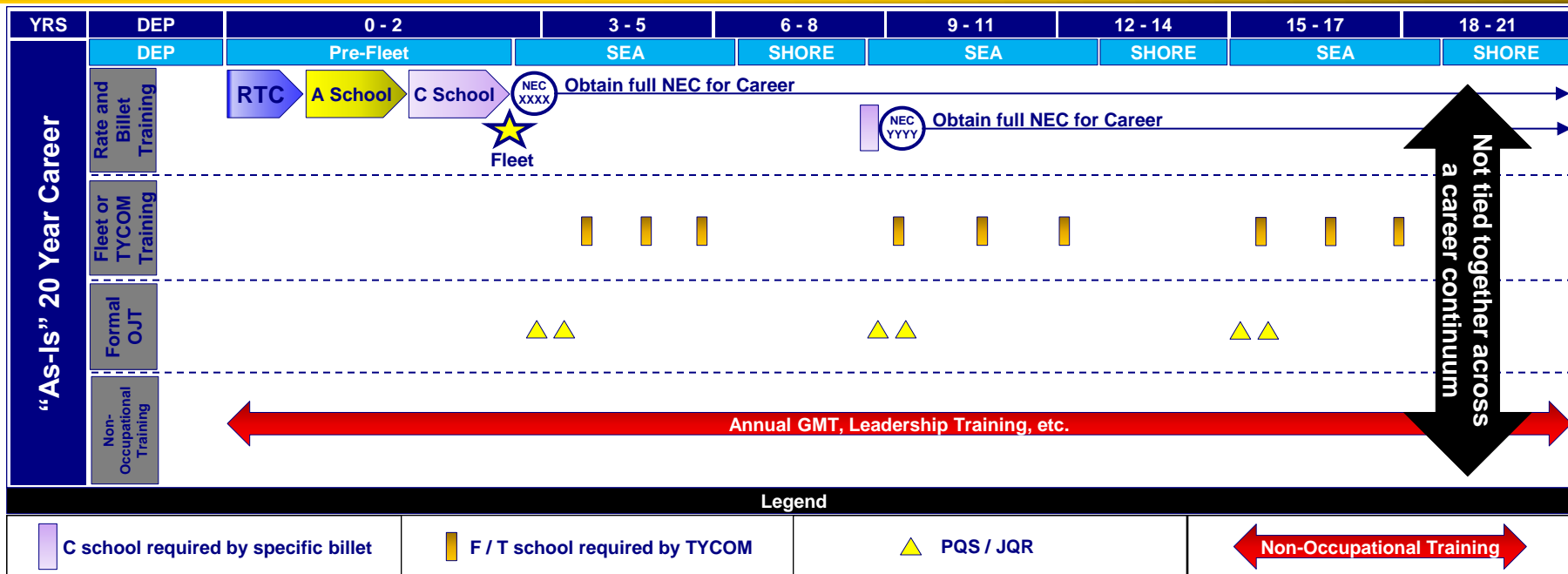
2.0 RRL Governance and Executive Agency



1.1 Navy Individual Training

"As-Is" System & Barriers

- Force Development
- Force Generation
- Force Employment
- Sailors/Civ/Fam
- Safety & Security



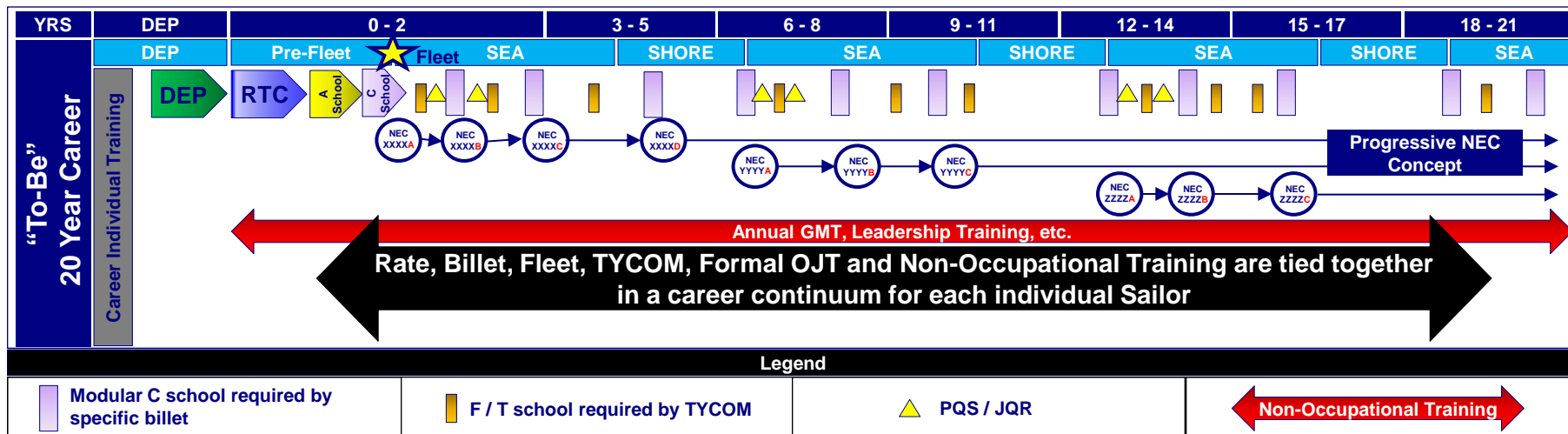
Barrier	Navy Enterprise Impact	Fleet Readiness Impact
Front-Loaded Training	Navy over-trains personnel who separate before Navy benefits from the training investment.	Knowledge, Skill and Ability (KSA) atrophy occurs when actual job performance in the Fleet significantly lags accessions training.
Brick & Mortar-Centric Delivery	<ul style="list-style-type: none"> High AI / AT and drive up Student IA costs Per diem and TDY costs Not aligned to the way the Sailor of 2025 learns in school today 	<ul style="list-style-type: none"> Supply chain inefficiencies result in gaps in apprentice-level billets Impedes access to point-of-need refresher training
Stove-Piped Training Development	<ul style="list-style-type: none"> Redundant / incompatible acquisition efforts controlled by Resource Sponsors Inefficient Knowledge Management / best practices & lessons learned sharing Lengthy end-to-end process 	In some cases, Sailor training significantly lags the requirements of the Fleet (especially WRT system installs / equipment upgrades).



1.2 RRL as a Solution

Opportunities to Align Training to Point-of-Need

- Force Development
- Force Generation
- Force Employment
- Sailors/Civ/Fam
- Safety & Security



Barriers

RRL Solutions

RRL Outcomes

Front-loaded Training

Learning Continuum

Modular learning

- Training aligned to point-of-need
- Continuum minimizes KSA atrophy

Brick & Mortar-Centric

Modernized Training Delivery

Mobile training delivery

- Flexible & Accessible
- Minimizes barriers to learning and delays in pipelines

Stove-Piped Training Development

Integrated Training Development

Agile Content

- Rapid, Responsive Content Control (R2C2)
- Knowledge sharing

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1.3 The RRL Vision

A Product of the Transformation Team

- Force Development
- Force Generation
- Force Employment
- Sailors/Civ/Fam
- Safety & Security



This brief is an update on RRL Training and does not include RRL Enabler WG status

Distribution, Assessment, Enabling Policy, IT Tools & Infrastructure

Strategic Communications

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- Force Development
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1.0 RRL Overview

2.0 RRL Governance and Executive Agency



2.1 RRL Governance

- Joint / Fleet Ops
- Warfighting & Readiness
- GFM
- Regional Partnerships
- Sailors/Civ/Fam
- Safety

Governance

- FCRC ensures that RRL execution positively affects Fleet Readiness.
- FCRC exercises decisional authority for issues that have impacts beyond approved scope, schedule or costs.
- ESC has decisional authority for issues within the defined scope, schedule and cost constraints or as otherwise delegated by the FCRC
- RRL ESC Action Team is replaced by the EA construct.



EA

- Acquires resources, directs work and ensures vertical and horizontal alignment of RRL stakeholders
- Oversees the program office managing RRL work

RRL EA

USFF N00

Transformation Team

- Coordinates RRL impact across all Navy and DoD systems and processes (e.g. DRRS, CeTARS, FLTMS, NTSP, 3M, ITRO, etc.)
- Synchronizes RRL changes with Sailor 2025
- Strategic Communications / Campaign Plan

Integration of RRL with external Navy processes

Design

RRL-Wide Planning Groups

- Distribution
- Assessments
- Acquisitions
- DEP
- IT Support
- Manpower
- IT Delivery
- New Trng. Tech
- Project Office

- Design solution options for each functional area that will be applied to all RRL rates
- Provide direct liaison with individual Rating Review WGs

RRL Rating Review Working Groups

- O-6 Level
- One WG per rate

- Owns RRL for each specific rate
- Designs the RRL "Block Learning" continuum of learning for the rate.
- Designs Structured OJT requirements for post-distribution learning blocks.

Execution

RRL-Wide Planning Groups

- Distribution
- Assessments
- Acquisitions
- DEP
- IT Support
- Manpower
- IT Delivery
- New Trng. Tech
- Project Office

- Implement selected solutions for each functional area that will be applied to all RRL rates
- Provide direct liaison with individual Rating Review WGs

RRL Rating Review Working Groups

- O-6 Level
- One WG per rate

- Manages the rate through the RRL process
 - Content re-alignment
 - Content reengineering

Resourcing

Navy Capability Board (NCB)

- OPNAV N80/N10
- Resource Sponsors
- USFF/CPF

- Determines resources required at each phase of RRL
- Works within individual warfare area process to provide solutions for their aligned rates

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2.2 EA Tasking

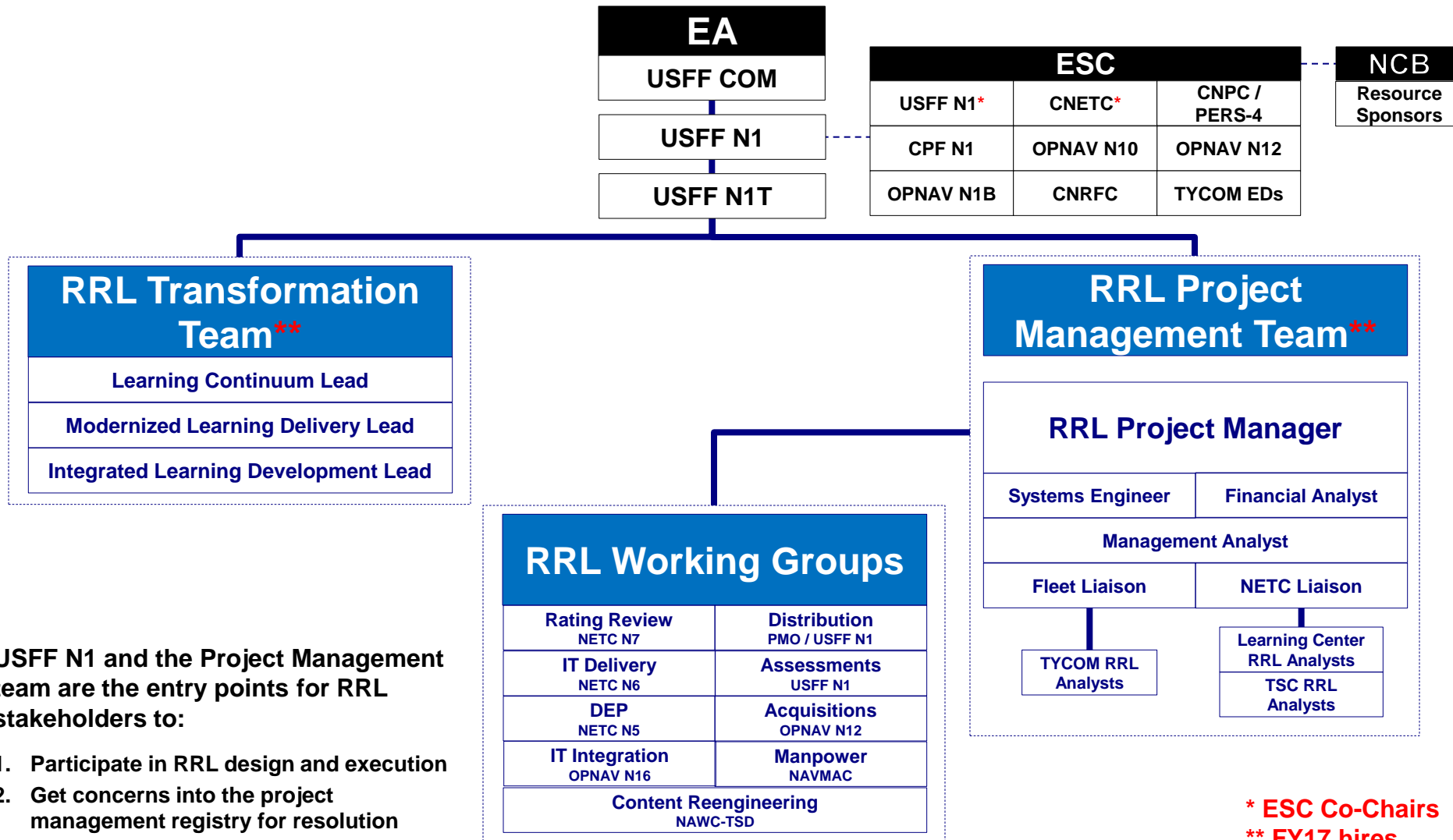
NAVADMIN 075/16



- USFF N00 is the Executive Agent (EA) and supported commander for the Ready Relevant Learning (RRL) pillar of Sailor 2025.
- The EA is the supported commander for RRL. CPF, DCNOs (OPNAV N-codes), SYSCOMs, CNPC, CNRFC, CNRC, CNETC and Force Type Commanders are supporting commands to the EA.
- The EA shall leverage EA role to achieve the following end states:
 - Design, develop and implement standardized Sailor learning continuums and supporting processes Navy-wide
 - Design, develop and implement changes to MPT&E processes and supporting systems to enable deployment and management of RRL learning continuums
 - Ensure synchronization of all efforts with Sailor 2025 Modernized Personnel System (MPS) and Enriched Culture pillars
- The EA shall stand-up a project office to:
 - Develop RRL implementation strategy and guidance, and oversee execution of coordinated learning activity across the Navy
 - Develop and execute a communications strategy to articulate RRL objectives, requirements, programs and policy
 - Assess RRL performance and effects, redirecting efforts as necessary
 - Recommend changes to policy and resourcing levels
- The existing RRL governance structure will remain in place and is the avenue for the RRL EA to resolve issues which require USFF and CPF decision.

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2.3 RRL Executive Agency



* ESC Co-Chairs

** FY17 hires

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Billet Based Distribution (BBD)

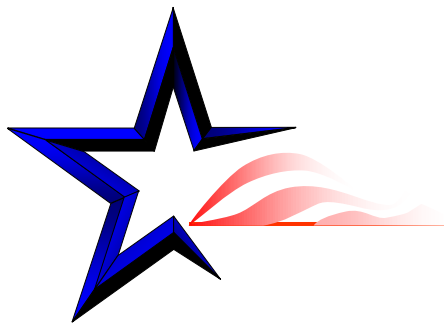
PERS-4013



CDR Matt Pederson (PERS-4013)

Updated August 1, 2016

Mission First... Sailors Always



Agenda



- **What is BBD?**
- **What is BBD supposed to do?**
- **What are the benefits to BBD?**
- **Who is the Activity Manning Manager?**
- **BBD Myths...**
- **Where can I get more Information?**



BBD Basic Info



- **Modernization of the enlisted distribution system; provides ability to place Sailors into jobs (BSCs) like officer distribution.**
- **BBD resides within the Career Management System – Interactive Detailing (CMS-ID) System**
- **Sailors will see few changes to display**
 - CMS-ID negotiation process has **NOT** changed
- **A tool to improve enlisted manning efficiency and command management of their personnel; also provide an accurate demand signal to NPC.**

“Work to better develop, deliver, and manage the Navy military workforce in support of Fleet Fit and personnel readiness” --- CNPC’s 2020 Vision

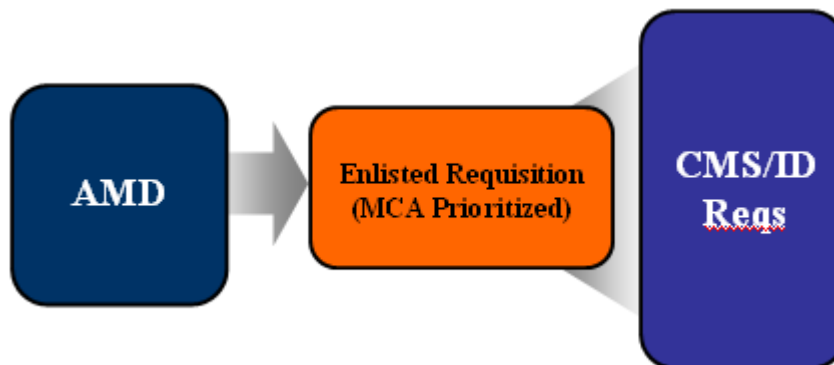


Why Do We Need It?

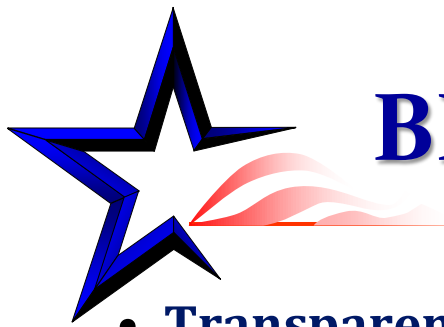


- **BBD provides a requisition which matches readiness requirements**
 - Updated priority algorithm determines “what billet gets advertised”
- **Allows for improved Fit, both rating and NEC/CNEC**
 - Necessary to support OFRP, especially Critical NEC Fit
 - Prioritization algorithm supports manning for all commands to meet a minimum level of manning, not just focused on deployers

**“BBD”
Vacancy Driven
System**



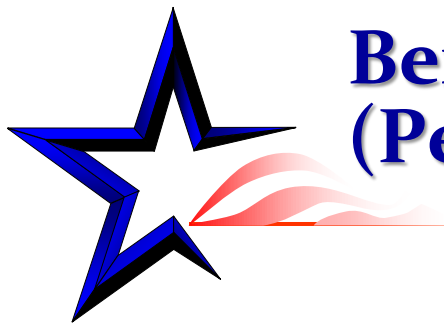
**FIT Measured to BA,
Assignments based on BA,
Balanced by Available
Personnel Inventory**



BBD Desired Effects



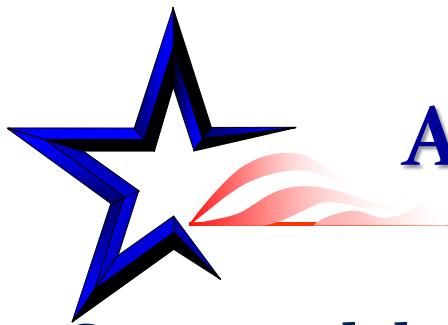
- **Transparency**
 - Access to accurate/detailed enlisted manning information in one system
 - Provides visibility to all alignments, vacant positions, and excess Sailors (including students and transients)
 - Allows command and Fleet level users to view basic and “deep-dive” reports
- **Distribution Efficiency**
 - Provides a Quality of Alignment (QoA) score for each alignment.
 - System designed to improve QoA scores across the Navy over time.
- **Timeliness**
 - Allows Fleet personnel managers access to the most current info available
- **Ease of Use**
 - Eliminates the need for managing the cumbersome Enlisted Distribution Verification Report (EDVR); function will be handled via CMS-ID/BBD
 - More intuitive system for novice and expert personnel managers



Benefits of BBD (Personnel Management)



- The demand signal provided to NPC is the same demand used for computation of Fit/Fill and DRRS-N.
- All requirements are available for **possible** distribution action
 - *Navy Manning Plan (NMP) is no longer be used for generating requisitions*
- The requisition prioritization algorithm drives the “right” billets for distribution action
 - Requiring less manual intervention
- More effective use of scarce resources
 - Personnel, PCS and TDI funds, school quotas/pipelines



Activity Manning Manager

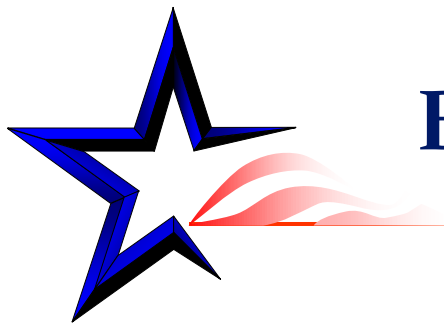


Command daily/weekly/monthly tasks determined in the Enlisted Distribution Verification Process instruction.

Various Tasks (NOT all inclusive):

- Review of billet/sailor changes (informational flags)
- Review of unaligned Sailors
- Request manual re-alignments
- DNEC review; may impact closed loop personnel, NEC Fit
- Review of prospective gain/loss report
- Review of gapped NEC reports
- Management of special pays
- Review PRD accuracy

A different, more efficient, way of doing what should have ALREADY been done onboard!



BBD Myths



- BBD “creates inventory”.
- BBD can instantly “fix” manning issues onboard a command.
- Commands have the ability to realign Sailors at their commands on their own.
- Placement Coordinators will execute command requests for Sailor realignment, even those that violates established business rules or instructions because that is what the command wants.

ALL FALSE!

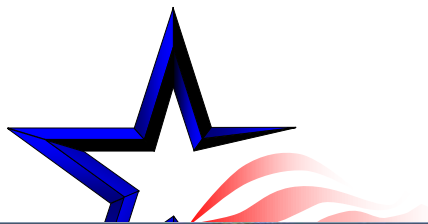


More Information



- **To find out more about BBD:**
 - **Contact your command's Placement Coordinator (PC) in PERS-4013**
 - **Consult the BBD Website:**
 - [http://www.public.navy.mil/bupers-npc/enlisted/billet based/Pages/default2.aspx](http://www.public.navy.mil/bupers-npc/enlisted/billet%20based/Pages/default2.aspx)





NPC – Enlisted - BBD



Navy Personnel Command

Search this site...

► Billet Based Distribution

Navy Personnel Command > Enlisted > Billet Based Distribution

Boards ▾ Career Info ▾ Officer ▾ **Enlisted ▾** Support & Services ▾ Organization ▾ Reference Library

Billet Based Distribution

CMS-ID

Community Managers

Enlisted Detailing

Placement Mgmt

*** TAKE ACTION NOW! ***

All Commands are REQUIRED to submit CMS-ID/BBD access requests. Designated command representatives MUST have an approved request on file at NPC for CMS-ID/BBD access. Refer to the BBD ACCESS INSTRUCTIONS link on the right side of this web page for further guidance.

Billet Based Distribution

Billet Based Distribution (BBD) is an application within the Career Management System - Interactive Detailing (CMS-ID) system. The BBD initiative focuses on enabling the Navy to better manage force structure and readiness by more accurately matching Sailors and their unique skill sets to individual billets.

Additionally, BBD has upgraded the software programs used in enlisted distribution to provide accurate and timely manning information in a web-based environment to fleet personnel managers. BBD enables Sailors to be assigned to specific Navy billets in order to meet the Global Force Management Data Initiative (GFM DI) and Defense Readiness Reporting System - Navy (DRRS-N) requirements for Active Component (AC) enlisted and Full Time Support (FTS) personnel and billets.

BBD provides near real-time information to allow resource managers, distribution stakeholders, and leadership to effectively manage the alignment of enlisted personnel to positions and improve personnel distribution efficiency.

Billet Based Training

Web-based Activity Manning Manager (AMM) training on BBD via DCS is available upon request. Commands can contact their Placement Coordinator to arrange for training session times that accommodate their schedule and normal working hours especially for commands assigned overseas. In addition, face-to-face BBD training by PERS-40 subject matter experts will be available during scheduled Fleet Engagement Trips. If these options do not fulfill your command's BBD training needs, in-person training will also be held at NPC. For individuals seeking additional training, a self-help capability resides in CMS-ID, and the BBD User Guide is accessible via the hyperlink to the right.

Some Key Capabilities

NEWS

[Sailors What's New for You](#)

[Activity Manning Manager \(AMM\) What's New for You](#)

BBD ACCESS

[BBD ACCESS INSTRUCTIONS](#)

[Automatic Account Enable](#)

INSTRUCTIONS

[COMFLTFORCOM/ COMNAVPERSCOMINST 1300.1A](#)

[BUPERSINST 1080.54 Enlisted Distribution and Verification and Process](#)

BBD Guides

[BBD CMSID FLEET USER GUIDE](#)

BRIEFS

[BBD Overview](#)

BBD Resources

[CMS-ID/BBD Production Website](#)

TRAINING

[Activity Manning Manager \(AMM\) Role in CMS-ID/BBD Overview Part 1](#)

[Activity Manning Manager \(AMM\) Role in CMS-ID/BBD Overview Part 2](#)

[Activity Manning Manager \(AMM\) Role in CMS-ID/BBD Overview Part 3](#)

FAQs

[BBD FAQs](#)

[Placement Coordinator Contact Info](#)

[Activity's PC Phone Listing](#)



Questions?

Meritorious Advancement Program



**Enlisted Plans and Policy
N132G
August 2016**



Program Overview

■ **What is the Meritorious Advancement Program (MAP)**

- Fleet's Advancement Program
- Authorizes CO's to recognize their best Sailors through on the spot advancement
- Gives the Command Triad flexibility to reward Sailors who display outstanding performance

■ **Who is eligible for MAP**

- Advancement eligible Sailors in paygrades E3 – E5
- Open to Sailors in all duty stations

■ **How are MAP quotas awarded**

- Majority of quotas are allocated to individual commands
- Designated Echelon II Commands provided quotas for distribution to subordinate commands



FY16 MAP Summary

COMMAND MAP QUOTAS

- 904 UICs receive command MAP quotas
- 2895 Total Command MAP quotas
 - E6 – 948
 - E5 – 859
 - E4 - 1089

DESIGNATED ECHELON II QUOTAS

- 34 Designated Ech II's receive dedicated MAP quotas
- 193 Total Ech II quotas
 - E6 - 78
 - E5 - 79
 - E4 - 36

TOTAL QUOTAS - 3089

PROGRAM HIGHLIGHTS

- Expansion of MAP to Shore Command
- All commands have an opportunity to apply for a quota
- MAP opportunity for any Sailor that meets advancement eligibility
- Community health controls in place to sustain maximum advancement opportunity
- MAP is part of the overall Navy advancement strategy
- All rates remain eligible for MAP



MAP Takeaways

5 Things To Know About MAP

1. MAP is available to ALL eligible E3 – E5 Sailors
2. Any command can request a quota
3. Quotas allocated to individual commands and Designated Echelon II's
4. Designated Echelon II's may give quotas to subordinate commands
5. Competition for MAP quotas is fierce - sustained superior performance is key to success



MAP Website

For additional information visit the MAP website:

<http://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/MAP.aspx>

Please send your questions/comments to:

Advancements-active@navy.mil

Sailor 2025



http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/diversity/Pages/default2.aspx